

AY 2003 Recruitment

Civilian Competitive Development Program (CCDP)

AF Civilian Competitive Development Program (CCDP)

GOALS

- **Meet long-term leadership needs of the Air Force**
- **Prepare high potential employees for increased responsibility and shared leadership with military**
- **Select right person at the right time for the right training and put that learning to work in appropriate follow-on assignments.**

AF Civilian Competitive Development Program (CCDP)

Professional Military Education

- **Intermediate Service School - 22 seats**
 - **Air Command and Staff College - 16 seats**
 - **Air Force Legislative Fellows Program - 6 seats**
- **Senior Service Schools - 19 seats**
 - **Air War College - 7 seats**
 - **National War College - 1 seat**
 - **Industrial College of the Armed Forces - 2 seats**
 - **ICAF Senior Acquisition Course (ISAC) - 7 seats**
 - **RAND Fellowship Program - 2**

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Programs

- **Long-term Academic Programs - 8 Seats**
 - **Harvard JFK School of Government**
 - **Princeton Public Policy Program**
 - **MIT Sloan Fellows**
 - **Stanford Sloan Program**
 - **Air Force Institute of Technology**
- **Long-term Experiential Programs - 20 Seats**
 - **DoD Executive Leadership Development Program**
 - **Excellence in Government Fellows Program**
 - **E-Government Fellows**

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Programs

- **Executive Development Courses - 48 Seats**
 - **Leadership for a Democratic Society (FEI) - 10 seats**
 - **Harvard Senior Executive Fellows - 6 seats**
 - **Civilian Advanced Management Program - 6 seats**
 - **DoD National Security Management Course - 6 seats**
 - **New! One-week Leadership Assessment/Feedback Seminars - 20 seats**

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Employee Responsibilities:

- **Complete nomination package and verify accuracy of personnel records**
- **Agree to attend training other than preference**
 - **Must be willing to attend others within program area**
- **Agree to accept follow-on assignment**

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Supervisor Responsibilities:

- **Review nominees choices**
 - **Do they “fit” developmental needs**
 - **Ensure the choices “make sense”**
- **Encourage nominees to pick three choices**
 - **Program and specific course/event**
 - **Ensure they understand they might be selected for an alternate program; AFPC will work with 2nd-level endorser if this happens**
 - **May be endorsed in different priority order**
- **Include clear short and long term goals on AF Form 4059**
- **Supervisor and First Endorser sign AF Form 4059**

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ELIGIBILITY

- **GS-12 and above**
 - **Permanent grade**
- **Performance rated as acceptable**
- **Meets specific program eligibility criteria**
- **Attendance at non-PME long-term training limited to once in career**

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Selection Process

- **Documents**
 - **Application (AF Form 4059)**
 - **SES or GO - 1st Level**
 - Management and leadership potential
 - Return-on-investment to the Air Force
 - Follow-on assignment
 - **Resume**
 - Three page limit; font: times new roman; font size: 12
 - **Senior Civilian Career Brief**
 - **Under Development-Modern Civilian Personnel System**
 - **2nd level endorsements**
 - **Rank applications by programs/courses in priority order**
 - **Appraisal - front page only**
 - **Nomination Checklist**
- **Original, 3 copies, and a disk with files**

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Selection Process

- **Civilian Leadership Framework**
- **Selection Criteria (Whole Person Concept) considers:**
 - **Performance, professional qualities, leadership, job responsibility, depth and breadth of experience**
 - **Specific achievements**
 - **Professional military and academic education**
 - **Post utilization (Follow-on assignments)**
 - **Appropriateness of training at this stage of candidates career**

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Timelines

- **Notification to 2-Ltr's 22 May 02**
- **Packages due to SMC/AXR 12 Jun 02**
- **SMC/AXR Reviews Packages 13-17 Jun 02**
- **Board chaired by SMC/AX**
 - Reviews Packages 17 - 21 Jun 02**
- **SMC/CC or CV review 24 Jun 02**
- **Due to AFSPC NLT 8 Jul 02**
- **Due to AFPC 31 Jul 02**
- **Selection Board 26 - 27 Sep 02**
- **AF/DP reviews CCDP results**
 - and announces selections Oct 02**

Civilian PME selections released with military PME selections